



Virginia Works

*CTE Experience Works 2024:
Pathways for the Future*

June 27, 2024



VIRGINIA
WORKS

DEPARTMENT
OF WORKFORCE
DEVELOPMENT
AND ADVANCEMENT



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Agenda

01. What is Virginia Works?

02. What is the Connection to CTE?

03. How do I interface with Virginia Works?

04. Q&A



What is Virginia Works?

Virginia Opportunity: Economic Snapshot May 2024



Employed Virginians

4,454,159 Employed Virginians
Nearly 103,000 more since January 2022



Labor Force Participation Rate

66.3% Highest Rate Since March 2012
Increased 2 Points Since January 2022



Unemployment Rate

2.7%



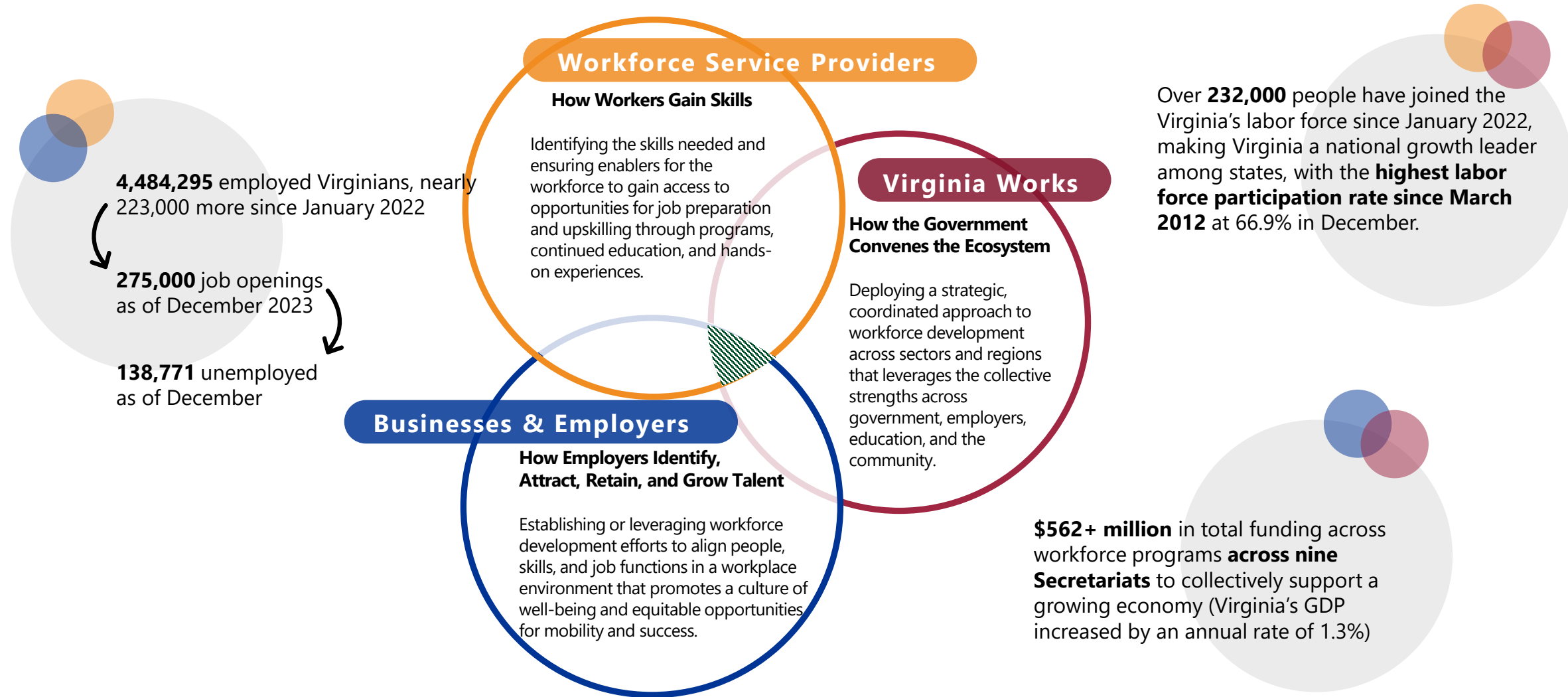
Job Openings

283,000 (April 2024)



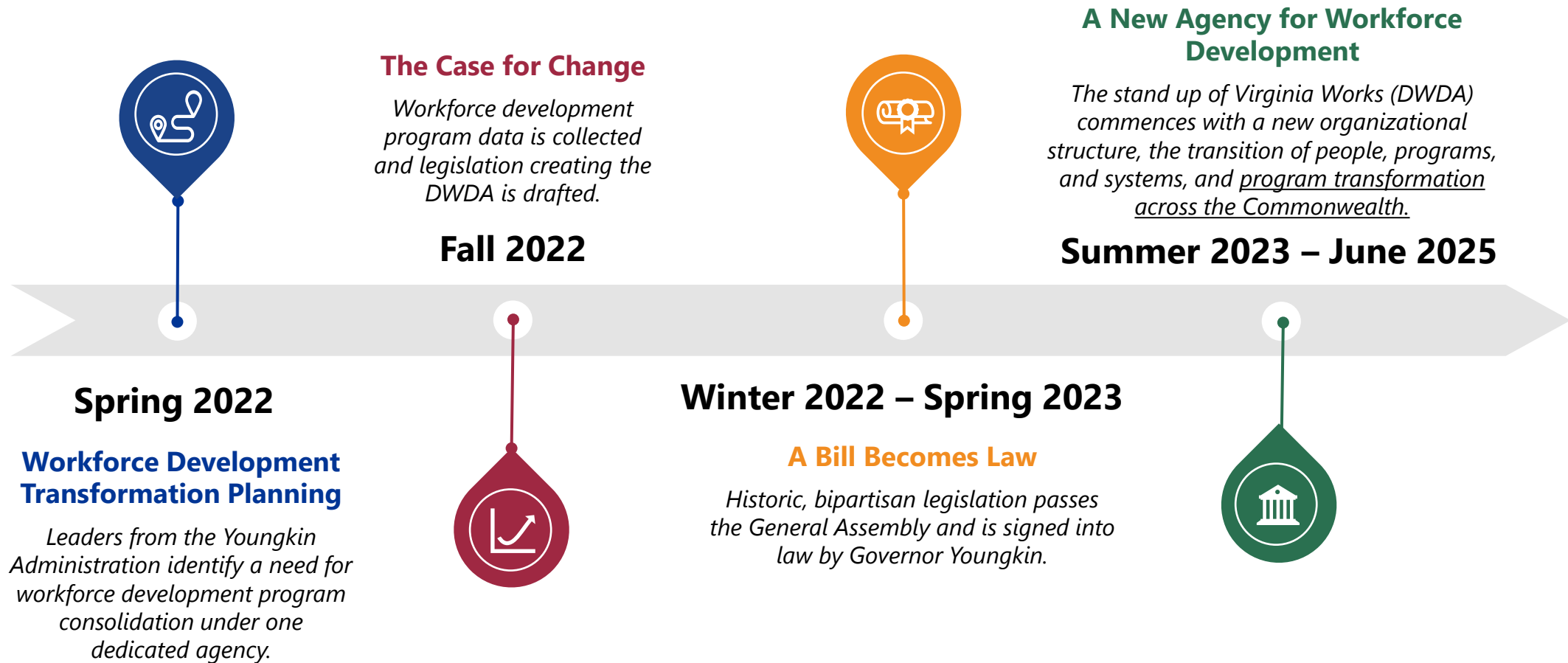
The Virginia Opportunity

It's not just "train, place, retain" anymore – it's *redefining workforce development*



Virginia's Workforce Development Transformation Timeline

Since early 2022, the Labor Secretariat has worked to reimagine the workforce development system. The Virginia Department of Workforce Development and Advancement (DWDA) - Virginia Works - will coordinate, communicate, and collaborate with more than 60 workforce programs across 9 secretariats and 13 agencies.



Evolving List of Workforce Development Programs Post - July 2023

More than 60 programs to date are being engaged in this effort.

COMMERCE AND TRADE	
DHCD	Appalachian Regional Commission-Southwest Virginia Community College Automotive
DHCD	Growth and Opportunity Fund (GO Virginia)
DHCD	Southeast Crescent Regional Commission (SCRC)
VCEDA	Workforce Development Training Fund
VEDP	Advanced Manufacturing Talent Investment Program and Fund Pilot
VEDP	Talent Accelerator Program
VEDP	Virginia Jobs Investment Program (VJIP)
VIPC	Commonwealth Center for Advanced Manufacturing
VIPC	Cyber Security Institute
VTRR	Competitive Education Awards
VTRR	Talent Attraction Program
VTRR	Workforce Financial Aid

EDUCATION	
DOE	Adult Education
DOE	Perkins
DOE	STEM Industry Internship (Virginia Tech-Space Industry Consortium)
DOE	Work Based Learning Coordinators
SCHEV	Innovative Internship Program
SCHEV	New Economy Workforce Credential Grant (aka FastForward)
VCCS	Advanced Regional Technology & Workforce Academy in Norfolk
VCCS	Botetourt County Education and Training Center and Roanoke Higher Education Center
VCCS	Get Skilled, Get a Job, Give Back (G3) Innovation and Program Grants
VCCS	Institutes of Excellence for Non-Credit Training and Instruction
VCCS	Mecklenburg County Job Retraining Center
VCCS	Postsecondary Career and Technical Educations (PERKINS)
VCCS/DWDA	WIOA Adult
VCCS/DWDA	WIOA Dislocated Worker
VCCS/DWDA	WIOA Youth
VCCS/Tidewater Community College	Apprenticeship-Related Instruction
VCCS-HRWC	Hampton Roads Skilled Trades Rapid On-ramp Network for Growth (HR STRONG)
VCCS-PCC	Network2Work

FINANCE	
	Tech Talent Investment

TRANSPORTATION	
DMV	Drive to Work
DPRT	DRPT Workforce Development - Transportation

HEALTH AND HUMAN RESOURCES	
DARS	State General Vocational Rehabilitation (VR) Program
DARS	The Senior Community Service Employment Program (SCSEP)
DARS	Wilson Workforce and Rehabilitation Center (WWRC)
DBHDS	Behavioral Health Institute
DBHDS	EMDR (Eye Movement Desensitization and Reprocessing) basic Training certification (evidence-based practice for the treatment of trauma)
DBHDS	Peer Recovery Specialist
DBVI	Vocational Rehabilitation Program
DSS	Refugee Resettlement
DSS	Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)
DSS	Virginia Initiative for Employment Not Welfare (VIEW)
VDH	Earn to Learn Nursing Education Acceleration Program

LABOR	
DOLI/DWDA	Registered Apprenticeship
VEC/DWDA	Employment Service Program
VEC/DWDA	Foreign Labor Certification
VEC/DWDA	Jobs for Veterans (JVSG)
VEC/DWDA	Reemployment Services and Eligibility Assessment (RESEA)
VEC/DWDA	Trade Adjustment Assistance (TAA)
VEC/DWDA	Work Opportunity Tax Credit

PUBLIC SAFETY	
DFP	Training and Professional Development
DJJ	Workforce Development initiative
DOC	CTE & Other Misc. Programs

VETERANS AND DEFENSE AFFAIRS	
DVS	Military Education & Workforce Initiative (MEWI)
DVS	Military Education and Workforce Initiatives Program Credentialing and Certification- Pathways to Employment Program
DVS	Military Medics and Corpsman Program (MMAC)
DVS	State Approving Agency OJT/ Apprenticeship
DVS	Virginia Values Veterans (V3)

NATURAL AND HISTORIC RESOURCES	
VMRC	Waterman's Apprentice Program

Services Now Within Virginia Works

VEC Functions

Virginia Unemployment Compensation Act (Section 60.2 Code of Virginia)

Federal Unemployment Tax Act (26 U.S.C. § 3300 et seq.)

Unemployment Claims and Appeals for Individuals

Collecting Unemployment Payments from Businesses

Virginia Works Programs

Registered Apprenticeship

Foreign Labor Certification

Migrant & Seasonal Farmer Outreach

Economic Information & Analytics (EIA)

Coordination of Local Workforce Services (WIOA Title I)

Jobs for Veterans State Grants (JVSG)

Reemployment Services & Eligibility (RESEA)

Trade Adjustment Assistance (TAA)

State Workforce Services

Work Opportunity Tax Credit (WOTC)

Layoff Aversion & Assistance (Rapid Response)

EO & Compliance Monitors

What's Coming

New Functions

Internships, Work-Based Learning, & On-the-Job Training

Coordinates with Business Engagement & Outreach, as well as training institutions, to develop internships and other work-based learning and OJT programs

Grants Development

Builds and executes a private, state, and federal grant-funding strategy

Business Engagement & Outreach

Partners with businesses, associations, and employee organizations to anticipate and be responsive to business talent needs

Research, Metrics, Measures, & Evaluation

Leverages data insights to improve coordination, outcomes, and efficiency across the Commonwealth's workforce programs and partner organizations

Agency Scale Up Activities



Single Technology Hub



Data Consolidation



Metrics Dashboard



Further development of workforce ecosystem/catalog



Increased Apprenticeship Programs



Physical Location

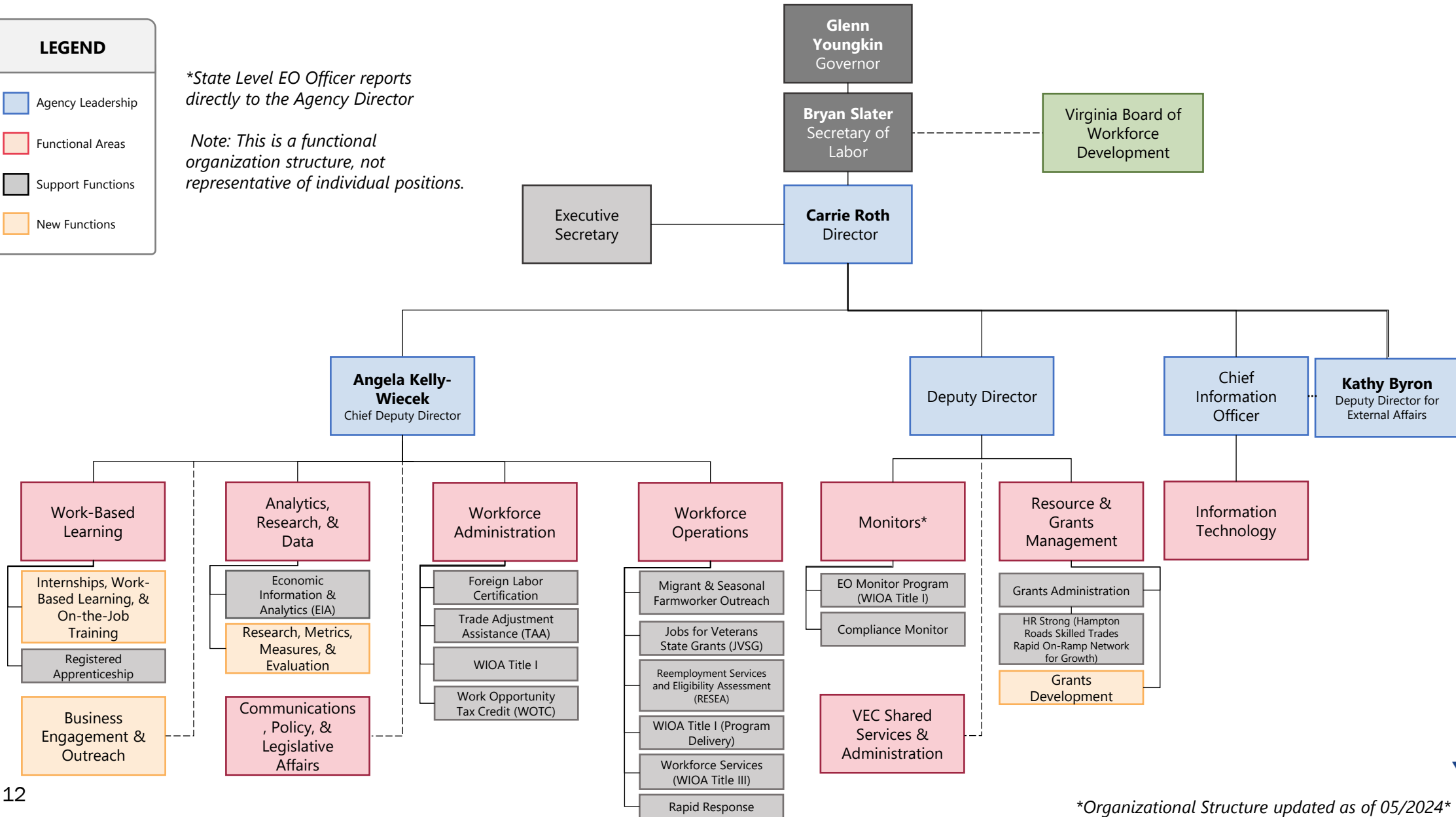
Agency Updates: Virginia Works Organizational Design

LEGEND

- Agency Leadership
- Functional Areas
- Support Functions
- New Functions

**State Level EO Officer reports directly to the Agency Director*

Note: This is a functional organization structure, not representative of individual positions.



Our Vision



Virginia's **NATION LEADING** workforce ecosystem will equip Virginians with the skills they need and enables employers to

ATTRACT, GROW, AND RETAIN

them – ensuring the future of a thriving Commonwealth. In parallel with the stand-up of Virginia Works, we will accelerate the

**COORDINATION, ENHANCEMENT,
AND FUTURE-READINESS**

of the Commonwealth's many workforce programs and stakeholders across the government and broader ecosystem through a formal process.

Our Mission



To create, sustain, and retain a **viable workforce** that supports current and future **business and industry** while recognizing the **unique regional needs** and capabilities of the Commonwealth through **public-private partnerships** and robust **data and infrastructure investment**, which results in **standard measures** and **program accountability**.

Our Focus is on Working as a Cohesive Workforce Ecosystem

The program success metrics listed below have been selected to serve as the key baselines for all Virginia workforce program performance measures. Coordinating and embedding these measurements across all programs will propel us toward our goal of becoming one cohesive workforce ecosystem.



Establishing Metrics as the First Step to Continuous Improvement

Quantifiable metrics tracking and reporting is critical to driving informed decision making at the program service delivery level.

1



2



3

Set Baselines and Establish Metrics Tracking and Reporting

Setting baseline metrics and enable programs to track quantifiable service delivery outcomes.

Improve Data-Driven Decision Capabilities

Metric outputs increase decision making capabilities at the program and Commonwealth-wide level, while also increasing transparency over time.

Strengthen Program Improvement Processes

Metrics can help shape program improvement processes and enhance a culture of continuous improvement.

What is the Connection to CTE?

It's all about the pipeline

- Title 1: In School Youth
- Pre-Apprenticeship
- Youth Registered Apprenticeship

WIOA, Title I Youth Programs | Virginia Works

This program is administered by *Virginia Works, Commissioner, Carrie Roth and Robert E Henry, Program Coordinator*

What it Does

WIOA, Title I Youth Programs provide local workforce development areas oversight, technical assistance and allocate funds to deliver comprehensive services to eligible youth.

Mission:

Serve out-of-school youth and in-school youth, with one or more barriers to employment; to attain skills training credentials; and secure employment with career/promotional opportunities.

Who it Serves

Out-of-school youth (OSY) and in-school youth (ISY) and young adults between the ages 14-24

Eligibility Requirements:

An OSY/ISY is an individual who is: **(a) IS** or **Not** attending any school (as defined under State law); **(b)** Not younger than age 14 or older than age 24 at time of enrollment; and **(c)** One or more barriers to education/employment.

Where it Operates

WIOA, Youth Programs Operates 14 local workforce regions throughout the State



How it Achieves Results

Focus on Partnering – Co-enrollment encouraged where appropriate with **Titles II and IV**.

The allotment - is based on formula provisions including three factors: **(1)** the number of unemployed in areas of substantial unemployment; **(2)** the number of excess unemployed individuals; and **(3)** the number of economically disadvantaged youth.

Why it Matters

Priorities:

- **Out-of-School Youth**, between the ages of (16 – 24) – A minimum of **75 percent** of the Youth funds allocated to States and local areas, except for the local area expenditures for administration, must be used to provide services to OSY.
- **Work Experience** – Not less than **20 percent** of Youth funds allocated to the local area, except for the local area expenditures for administration, must be used to provide paid and unpaid work experiences. Focus on Partnering – Co-enrollment encouraged where appropriate with Titles II and IV.

Learn more about the program here: <VirginiaWorks.Gov>



Title 1: In School Youth

- Part I** - Improving Educational Achievement
- Part II** - Preparing and Succeeding in Employment
- Part III** - Supporting Youth Achievements & Developing Youth Participant into Productive Citizens and Leaders

WIOA Youth – Program Element #2 - Pre-Apprenticeships/CTE Programs

1. Outlines a vision for supporting youth and young adults through an integrated service delivery system.
2. Includes high quality services beginning with career exploration and guidance, continued support for educational attainment, opportunities for skills training, and culminating with a good job along a career pathway or enrollment in post-secondary education.

WIOA Youth – Program Element #3

Partnering with Work Based Learning for Youth – CTE Programs to provide Pre-apprenticeship Activities

1. Tutoring, study skills training, instruction, drop out prevention strategies
2. Alternative secondary school services
3. Paid and unpaid work experiences
 - Summer and year round employment
 - Pre-apprenticeship programs
 - Internships and job shadowing
 - OJT
4. Occupational skills training
5. Education offered in the same context as workforce preparation activities
6. Leadership development opportunities
7. Supportive services
8. Adult mentoring
9. Follow-up services
10. Comprehensive guidance and counseling
11. Financial literacy
12. Entrepreneurial skills training
13. Services that provide labor market and employment information
14. Activities that help young people prepare for post secondary education and training

Pre-Apprenticeship



- **Pre-Apprenticeship is designed to prepare individuals to enter and succeed in a Registered Apprenticeship Program.**
- **Local workforce development boards can provide pre-apprenticeship programs and basic skills preparation for career-seekers.**
- **Successful pre-apprenticeships require partnership with employers to help create opportunities for people to be able to complete an apprenticeship.**

Related Curriculum	Work Experience	Facilitated Entry
Increased Diversity	Supportive Services	Sustainable Partnerships

Creating Pre-Apprenticeship Opportunities in Virginia

Why now?

Utilizing partnerships to bridge the skills gap

Meeting Virginia's increasing demand for a highly skilled workforce

~50% of Virginia's workers are 45 years or older

High-Demand Industries

- Developing local employment pipelines for businesses
- Creating career pathways using RA for job seekers
- Creating economic development opportunities

WIOA Title I Programs

- Pathways incorporating pre-apprenticeship and RA for youth
- Occupational skills training & certifications
- Wraparound services to support participation

Youth Registered Apprenticeship Basics

- **A structured occupation specific training program for high school students aged 16-17**
- **Provides high school credit**
- **Helps youth develop valuable skills and knowledge in specific trades or industries**
- **Combines supervised on-the-job training with skilled industry professionals and CTE courses that reinforce the hands-on work experience**
- **Creates a path to a career and national, industry recognized Journey Worker's Credential**



Benefits for Students

1. Hands-on experience
2. Skill development
3. Industry knowledge
4. Mentorship
5. Earn while they learn
6. Recognized credentials / possibly licensure
7. Career pathway



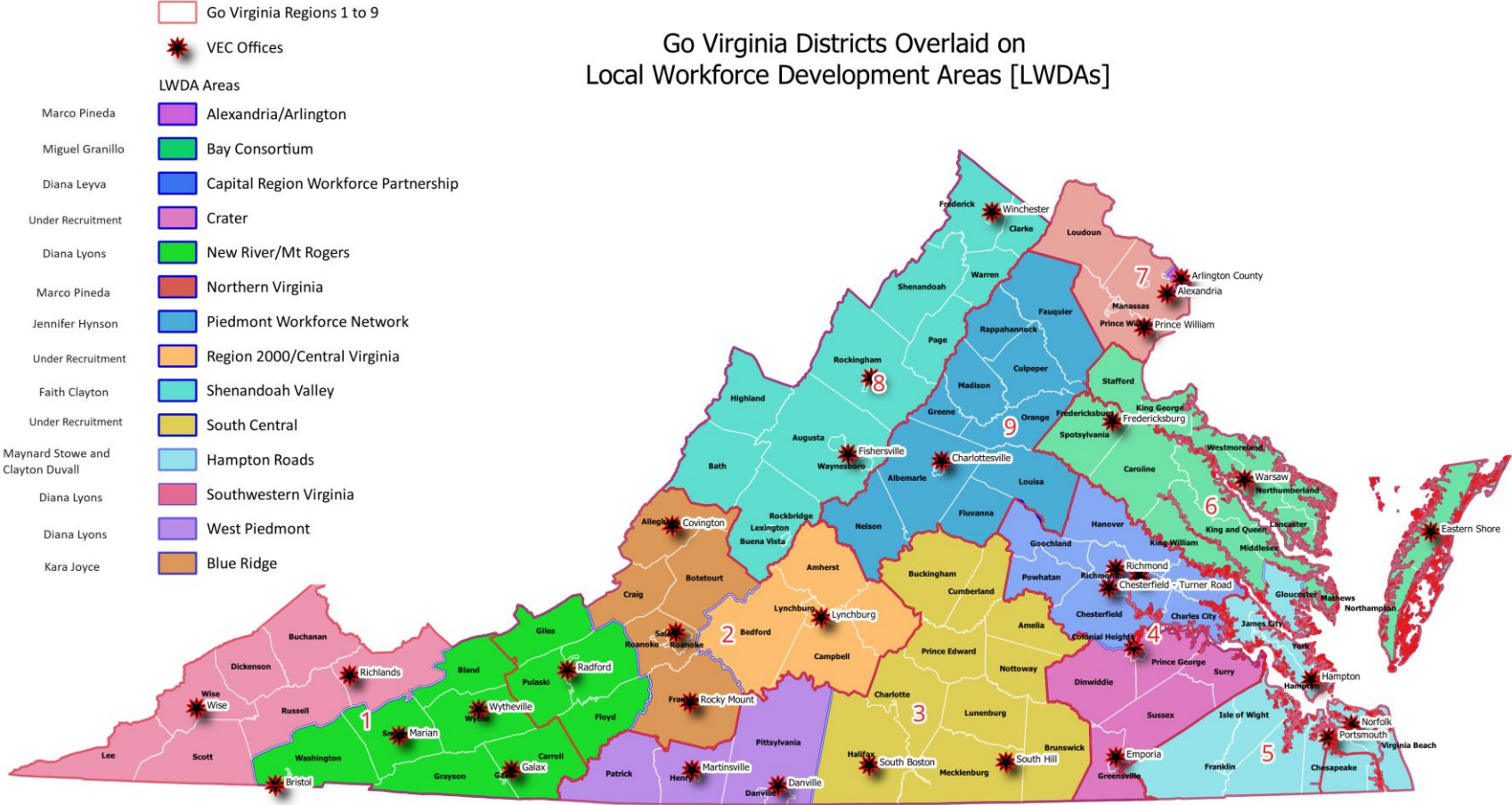
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Who Do I Reach Out to at Virginia Works?

There's no wrong door!

- We are working with many of our Local Workforce Development Boards on grants and special projects in YRA and Pre-apprenticeship projects – ***reach out to your LWDA Contact!***
- We are integrating our Registered Apprenticeship Consultants into our One-Stop Centers and Business Services Teams – ***reach out to your Registered Apprenticeship Consultant!***
- We are building out our capacity in Virginia Works with a department focused on WBL and efforts for business engagement – ***reach out to me!***

Registered Apprenticeship Consultants



Registered Apprenticeship Staff

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Q&A